



Who We Are

Title of Project, Name of Lead Entity, Partner, Counties in Indiana we are impacting.

Title of Project: EGTI at Allison Transmission
Lead Entity: The Arc of Indiana Foundation (EGTI)
Partner: Allison Transmission
Indiana Counties: Marion (donut counties)

What We Expect if We Achieve our Vision

Expected short-term and long-term outcomes; and positive impacts on individuals if your project successfully carries out these actions.

- Manufacturing curriculum development consistent with wants/needs of leaders at Allison Transmission
- Market manufacturing as career option for people with disabilities
- Development of comprehensive recruitment strategy to meet enrollment demands
- Employment opportunities in the manufacturing industry for people with disabilities. Opportunities will be full-time jobs with full benefits and an opportunity for advancement and career path.
- Program replication in regions/communities across the state.
- Career trajectories for graduates.
- Positive impact on State's labor participation rate.
- Contribute to manufacturing industry's medium and long-term employment goals.
- Long-term improvements to self-sufficiency and independence outcomes for individuals with disabilities.
- Recognition and attainment of good-life goals for individuals with disabilities.

What We Will Do

Specific actions your agency will take to carry out pilot project.

EGTI will create a training program/curriculum that provides a strong foundation for people with disabilities who are interested in employment within a manufacturing setting. This foundation also includes a focus on long-term success by creating skillsets that promote resiliency and career development. Additionally, we will help create a culture (within Allison) that promotes inclusivity and diversity in hiring practices. Finally, we will work to create a culture shift among individuals with disabilities and families to ensure that employment is an expectation as a way toward "good life" goals.

How We Will Do It

Plan and implementation

- Strong advocacy work at Allison Transmission
- Develop relationships with key leaders and identify champions within the facility
- Gain deep understanding of entry-level positions
- Develop training curriculum
- Market employment as a clear path to the good life
- Initiate training program
- Significant focus on job skills and skills needed to ensure independence
- Train up to 40 individuals annually for employment in manufacturing settings

What Will Result

Long-term goals to transform services and/or better support individuals.

- Shift culture. To truly impact employment for people with disabilities and promote Community Integrated Employment, both employers and individuals with disabilities have to adopt a new paradigm related to long-term life outcomes.
- Demonstrate that people with disabilities are capable of success in a manufacturing setting.
- Increased levels of self-sufficiency and independence.
- Reduction in the demand for support services.
- Improvement in health and wellness outcomes.
- Recognition and attainment of good-life outcomes.

What We Want to Avoid

Outcomes that may take away from the vision and will serve as "red flags" to consider course correction.

- Lack of acceptance (union issues)
- Delayed culture shift within organization
- Low interest in training program
- Apathy toward community integrated employment
- Impact to state and federally-funded benefits
- Transportation

